

# No Fear Act Report

Data as end of September - Fourth Quarter of the Fiscal Year

Report POC: Air Force Personnel Center, Randolph AFB, TX

Complaint Activity	Compared Data					
	2006	2007	2008	2009	2010	2011
Number of Complaints Filed in Fiscal Year	556	486	466	505	542	611
Number of Complainants	511	446	426	451	475	547
Repeat Filers	43	33	30	35	51	43

Complaints by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Race	210	177	192	207	192	235
Religion	21	15	10	18	15	19
Retaliation	230	239	201	226	269	284
Sex	186	165	152	187	165	165
National Origin	79	72	65	65	62	49
Color	55	60	59	44	57	56
Age	153	130	119	133	148	178
Disability	143	121	102	120	132	206
Equal Pay Act	0	3	2	6	4	5

Complaints By Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Appointment	26	14	13	15	22	40
Assignment	67	59	76	63	76	88
Awards	12	13	13	11	10	11
Conversion	0	3	0	0	1	3
Disciplinary Action - Demotion	1	3	3	2	3	1
Disciplinary Action - Reprimand	22	18	27	28	23	31
Disciplinary Action - Suspension	33	27	24	25	29	29
Disciplinary Action - Removal	10	16	11	9	14	9
Disciplinary Action - Other	20	21	30	20	33	32
Duty Hours	16	20	18	21	27	21
Evaluation/Appraisal	98	94	107	115	91	99
Examination/Test	2	0	0	2	2	2
Non Sexual Harassment	189	187	134	141	168	164
Sexual Harassment	35	20	30	28	21	20
Medical Examination	4	10	3	4	9	4
Pay Including Overtime	20	19	8	23	20	29
Promotion/Non-Selection	116	89	66	107	83	95
Denied Reassignment	14	10	8	13	10	11
Directed Reassignment	9	15	23	16	28	21
Reasonable Accommodation	39	16	18	24	27	45
Reinstatement	4	2	2	0	4	3
Retirement	4	5	3	4	2	5
Termination	22	35	30	34	42	53
Terms/Conditions of Employment	66	47	69	52	73	83
Time and Attendance	28	38	34	35	26	33

Training	22	21	23	21	25	32
Other	119	112	104	125	145	155

Processing Time	Comparative Data					
	2006	2007	2008	2009	2010	2011
Complaints Pending During Fiscal Year						
Average Number of Days in Investigation Stage	179	182	188	197	203	222
Average Number of Days in Final Action Stage	182	263	235	328	355	214
Complaints Pending During Fiscal Year Where Hearing was Requested						
Average Number of Days in Investigation Stage	185	201	200	210	206	226
Average Number of Days in Final Action Stage	107	187	90	201	106	112
Complaints Pending During Fiscal Year Where Hearing was not Requested						
Average Number of Days in Investigation Stage	176	165	184	186	202	217
Average Number of Days in Final Action Stage	310	342	342	410	486	313

Complaints Dismissed by Agency	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Complaints Dismissed by Agency	101	59	64	62	84	84
Average Days Pending Prior to Dismissal	135	140	100	59	105	61
Total Complaints Withdrawn by Complaints	80	62	51	47	51	71

Total Final Action Finding Discrimintaion	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Number Finding	2	2	1	2	2	1
Without Hearing	0	0	0	1	1	0
With Hearing	2	2	1	1	1	1

Findings of Discrimination Rendered by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Number of Findings	2	2	1	2	2	1
Race	0	0	1(100.00%)	0	1(50.00%)	1(100.00%)
Religion	0	0	0	0	0	0
Retaliation	1(50.00%)	0	0	2(100.00%)	1(50.00%)	0
Sex	0	2(100.00%)	1(100.00%)	0	0	0
National Origin	1(50.00%)	0	0	0	0	0
Color	0	0	0	0	1(50.00%)	0
Age	1(50.00%)	0	0	0	0	1(100.00%)
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Findings After Hearing	2	2	1	1	1	1

Race	0	0	1(100.00%)	0	0	1(100.00%)
Religion	0	0	0	0	0	0
Retaliation	1(50.00%)	0	0	1(100.00%)	1(100.00%)	0
Sex	0	2(100.00%)	1(100.00%)	0	0	0
National Origin	1(50.00%)	0	0	0	0	0
Color	0	0	0	0	0	0
Age	1(50.00%)	0	0	0	0	1(100.00%)
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Basis	Comparative Data					
	2006	2007	2008	2009	2010	2011
Findings Without Hearing	0	0	0	1	1	0
Race	0	0	0	0	1(100.00%)	0
Religion	0	0	0	0	0	0
Retaliation	0	0	0	1(100.00%)	0	0
Sex	0	0	0	0	0	0
National Origin	0	0	0	0	0	0
Color	0	0	0	0	1(100.00%)	0
Age	0	0	0	0	0	0
Disability	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0

Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints and findings

Findings of Discrimination Rendered by Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Number of Findings	2	2	1	2	2	1
Appointment	0	0	0	0	1(50.00%)	0
Assignment	1(50.00%)	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	1(50.00%)	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2(100.00%)	1(50.00%)	0	0	0	1(100.00%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(50.00%)	1(100.00%)	0	1(50.00%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	1(50.00%)	1(50.00%)	1(100.00%)	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	1(50.00%)	0	0	0	0	0
Reinstatement	0	1(50.00%)	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	1(50.00%)	0	0
Training	0	1(50.00%)	0	0	0	0

Other	0	0	0	1(50.00%)	0	0
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Findings of Discrimination Rendered by Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Findings After Hearing	2	2	1	1	1	1
Appointment	0	0	0	0	0	0
Assignment	1(50.00%)	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	1(50.00%)	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	2(100.00%)	1(50.00%)	0	0	0	1(100.00%)
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	1(50.00%)	1(50.00%)	1(100.00%)	0	1(100.00%)	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0
Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	1(50.00%)	1(50.00%)	1(100.00%)	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	1(50.00%)	0	0	0	0	0
Reinstatement	0	1(50.00%)	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	1(100.00%)	0	0
Training	0	1(50.00%)	0	0	0	0
Other	0	0	0	0	0	0

Findings of Discrimination Rendered by Issues	Comparative Data					
	2006	2007	2008	2009	2010	2011
Findings Without Hearing	0	0	0	1	1	0
Appointment	0	0	0	0	1(100.00%)	0
Assignment	0	0	0	0	0	0
Awards	0	0	0	0	0	0
Conversion	0	0	0	0	0	0
Disciplinary Action - Demotion	0	0	0	0	0	0
Disciplinary Action - Reprimand	0	0	0	0	0	0
Disciplinary Action - Suspension	0	0	0	0	0	0
Disciplinary Action - Removal	0	0	0	0	0	0
Disciplinary Action - Other	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0
Evaluation/Appraisal	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0
Non Sexual Harassment	0	0	0	0	0	0
Sexual Harassment	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0

Pay Including Overtime	0	0	0	0	0	0
Promotion/Non-Selection	0	0	0	0	0	0
Denied Reassignment	0	0	0	0	0	0
Directed Reassignment	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0
Reinstatement	0	0	0	0	0	0
Retirement	0	0	0	0	0	0
Termination	0	0	0	0	0	0
Terms/Conditions of Employment	0	0	0	0	0	0
Time and Attendance	0	0	0	0	0	0
Training	0	0	0	0	0	0
Other	0	0	0	1(100.00%)	0	0

Pending Complaints Filed in Previous Years by Status	Comparative Data					
	2006	2007	2008	2009	2010	2011
Total Complaints From Previous Fiscal Years	212	222	199	210	240	277
Total Complainants	193	208	188	197	219	233
Number of Complaints Pending in Investigation	13	17	12	8	6	22
Number of Complaints Pending in Hearing	76	75	82	121	144	164
Number of Complaints Pending in Final Action	120	124	102	81	85	91
Number of Complaints Pending in Appeal with EEOC Office of Federal Operations	157	158	166	170	184	200

Complaint Investigations	Comparative Data					
	2006	2007	2008	2009	2010	2011
Pending Complaints Where Investigation Exceeds Required Time Frames	123	124	117	124	155	204